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Justice

International Ladies' Garment Workers' Union  
(ILGWU)

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12-23-1927

## Justice (Vol. 9, Iss. 51)

International Ladies Garment Workers Union (ILGWU)

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## Justice (Vol. 9, Iss. 51)

### Keywords

International Ladies' Garment Workers' Union, ILGWU, labor unions, clothing workers, textile workers, garment workers, garment industry, New York, United States

### Comments

*Justice* was the official publication of the International Ladies' Garment Workers' Union ILGWU from 1919 to 1995. Editions of *Justice* were published in English, Italian, Spanish, and Yiddish. When compared side by side, the content of some of these different editions of *Justice* shows significant differences. This is the English-language edition of *Justice*.

"My righteous-  
ness I hold fast,  
and will not let  
it go."  
—Job 27:5

# JUSTICE

OFFICIAL ORGAN OF THE INTERNATIONAL LADIES' GARMENT WORKERS' UNION

"Workers  
of the world  
united! You  
have nothing to  
lose but your  
chains."

Vol. IX. No. 51

NEW YORK, N. Y., FRIDAY, DECEMBER 23, 1927

PRICE 3 CENTS

## Raincoat Workers Defeat Communist Office Candidates

Trade Union Element Scores Clean  
Cut Victory in Local 20

The Communist group in the raincoat makers' local, No. 20, was soundly defeated in the local's annual election last Saturday, December 17.

This group, which was supported openly in the Communist press and by the "Trade Union Educational League," failed to elect any of its candidates for offices, with the exception of one delegate to the executive board. The Communists stopped before nothing to besmirch and attack the character of their opponents, the trade union element, but this time their tactics failed to produce any effect.

Samuel Friedman, old active member, was elected chairman of the local; Weisberg was chosen vice-chairman, David Gingold was reelected as manager, and Meyer Pollinsky was returned as secretary.

The following executive board was elected: Moe Levy, Israel Feinberg, J. Kessler, Isidore Levy, David Mason, Arthur Rubin, Nathan Friedman, Sol Immerman, Simon Robinson, Ph. Doblin, Max Kaplan, Sam Saroff. The officers will be installed in office on Friday, December 30.

## Cutters Cast 1,100 Votes In Last Saturday's Election

1928 Officers of Local 10 Inducted in Office by President Sigman  
at Big Meeting—Baroff, Hochman Among Speakers—Raising  
of Relief Fund Approved

Local 10 outdid itself last Saturday, December 17, when its members cast a record-breaking vote in the regular annual election of officers. Fully 1,100 cutters appeared at the polling booths at Arlington Hall during the voting hours, a number even more astonishing in view of the fact that, with the exception of the executive board, all the candidates for the important paid offices of the local were unopposed. The balloting likewise passed off without electioneering or disturbance, save for an ugly circular passed around in some places by so-called "welfare league" members, expelled or suspended by the local for strikebreaking or other anti-union activity.

To avoid an installation meeting during the Christmas week-end, the outgoing executive board of the local decided to hold it right after the election, on Monday, Dec. 19. The meeting was held in Arlington Hall and attracted a capacity crowd of cutters who came to listen to the installation address of President Sigman and to speeches by Secretary-Treasurer Baroff and Vice-president Hochman, general manager of the New York Joint Board.

Secretary Baroff was the first speaker. In a short talk he congratulated the members of Local 10 on their remarkable attachment to their organization, demonstrated so clearly by the fact that in a comparatively uneventful election the rank and file of the membership exhibited sufficient in-

## Big Cloakmakers' Trial Stirs Toronto Labor

Whole Week Devoted to Testimony in Suit of Joint B  
Workers Against Association and Firms for Ab-  
Agreement—Toronto Cloakmakers Carrying  
Campaign, Says Vice-President Julius Hochman  
Return

An issue that has stirred the entire Canadian Labor movement is involved in the current trial in Toronto, Ontario, of a lawsuit brought by the Toronto Joint Board of the Ladies' Garment Workers' Union against the Toronto Cloak and Suit Manufacturers' Association and by individual workers against members of that association for the abrogation of a collective agreement. Bro. Julius Hochman, general manager of the New York Joint Board who, as International Representative, had signed the collective agreement in Toronto two years ago, declared upon his return from a week's visit to that city, where he testified on behalf of the Union in the current suit, that the outcome of the trial is keenly awaited by all the trade unions of the dominion.

The chief issue of the trial is, whether, under the Canadian laws, an unincorporated organization like the

Toronto Joint Board and members of such an organization, can sue in a law court for contract violations and damages accruing therefrom. Another point at bar is whether the constitution of the I. L. G. W. U. makes it, as it is averred by lawyers for the defendant association, an "illegal" organization. The Joint Board is represented at the trial in the Superior Court by able attorneys headed by King's Counsel Rowell.

The facts in this lawsuit are more or less familiar to readers of "Justice." About a year after the Toronto Association signed its collective agreement with the Joint Board, a member of the Association, Winters Garment, Ltd. had violated its obligations under the agreement, and the Union, thereupon, complained to the Association. Instead of disciplining its member, the Association proceeded to uphold his conduct and to give him support. When the Joint Board protested against such a course, the Association subsequently abrogated its contract with the union.

The abrogation of the contract was followed by deliberate violations of work terms and wage rates by a number of manufacturers belonging to the Association. The Joint Board, in addition, was obliged to call a strike in the Winters' Garments, which proved

(Continued on Page 2)

## Joint Board Sends Load of Clothes to Strikers

Workers Give \$42—  
Nothing—Moser Di-

The International Union, sending soft coal miners and response among the labor movement workers in New York according to Secretary-Treasurer Moser of the New York Joint Board. Fifteen additional cases of food and clothing were this week forwarded through the office of the Joint Board to William Hargest in Pittsburgh, Pa., it became known this Monday. The week before, the Joint Board sent a carload of commodities to the strikers.

Most active in this work, according to the statement made by general manager Hochman at the Joint Board meeting last Friday, is Bro. Ben Moser. A movement to collect not only clothing but cash developed last week in some shops, the first example having been shown by the workers of the La Rue Dress Co. in New York City, 240 West 35th Street. The shop collected \$43 through the efforts of Ab. Dashkoff, Philip Rudolph and Sam Tauber.

Other shops which followed suit are: Tarnower K. W. F.—\$15, chairman Rosenthal; Shapiro & Son—\$75, chairman J. Mottel; Wittenberg & Shlenberg—\$34, chairman J. Fikowitz; Samuel H. Seltzer—\$5; J. Heit & Son—\$78, through A. Dolno; Newman & Abramowitz—\$5; Day Dress Co.—\$10, through J. N. Pollack; Nathan Lehrer—\$5.

The workers of Margulies & Stein have made up 18 coats and sent it to the Joint Board. The chairman of that shop is Phillip Katz.

## First Meeting of Dress Shop Chairmen Held Last Monday

Big Turnout of Shop Heads Hears Account of Conditions in  
Dress Shops and Outline of Plans for Live Organizing Work  
—Chairmen Pledge Cooperation—Series of Meetings Ordered

The first step in the organizing drive in the dress industry this season was made last Monday at a district meeting of shop chairmen. The meeting was called under the auspices of the Dress Division of the Joint Board,

and was directed by Vice-president Elias Reissberg.

"Our industry," Bro. Reissberg told the shop chairmen, "is still in the process of development. We must therefore, allow it to sink below the level of decency as far as work conditions, earnings, and general standards are concerned. We must discard the pessimistic outlook which has affected so many in our midst for one reason or another. Let us wake optimism and hope among our men and women."

There are several locals interested

## Big Locals Pick Executives For 1928

Locals 2, 9, 10 and 22 Elect and Install Officers Last Week

Last week elections of local officers took place in Locals 9, 10 and 22. At the time of writing, Thursday, December 22, the operators' local 2, is holding an election for officers, with a hot contest raging between three sets of candidates.

Local 10's election on Saturday, December 17, was marked by an especially heavy vote, nearly 1,100 members participating in the balloting. The officers were installed in office on Monday, December 19.

The list of officers elected by Local 22 on Thursday, December 15, is as follows:

Joe Spielman, manager; Max Moskowitz, Harry Roth, Joe Schneider,

Harry Strassberg and Ben Wolinsky, business agents.

Executive board members: Jacob

(Continued on Page 2)

## Unity House Opens Winter Season

The re-opening of the Unity House for the winter is arousing considerable interest among our members. Many are eager to see how the I. L. G. W. U. vacation home at Forest Park, Pa., so marvelous in summer, looks in winter. Mountain scenery is just as beautiful in winter as in summer.

Those who have already had an opportunity to spend a short vacation

at Unity this month, are enthused about its beauty, and the complete rest it offers to body and mind.

For the start just one cottage was opened and equipped with all the comforts necessary for the winter. Therefore, those who wish to go to Unity—and they are many—should register at once at the Educational Department, 3 West 16th Street, or telephone Chelsea 2148 for all information.



# JUSTICE

A Labor Weekly

Published every Friday by the International Ladies' Garment Workers' Union  
Office: 1 West 16th Street, New York, N. Y. Tel. Chelsea 2148

MORRIS SIGMAN, President

A. BAROFF, Secretary-Treasurer

MAX D. DANISH, Editor

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## EDITORIALS

### AFTER THE ELECTIONS

The elections in the New York locals are over. The annual contests for office always have been hectic affairs in the life of our unions, and, probably, always will be. Many of our active workers believe that entirely too much energy is being spent in these elections; that a great deal of it should have been spared for the more important constructive activity which the Union, as a whole, has on hand.

There may be an element of truth in it, but, for our part, we shouldn't like to see a decline in interest among our members in these annual elections. Rather, should we like to see the interest in these contests grow and the number of their participants constantly on the increase. We are, moreover, frank enough to admit that we should prefer an over-hectic election in which the big majority of the members are keenly concerned with the quality and the policies of the competing candidates to an apathetic and perfunctory balloting by a handful of members in an organization where everything on the surface appears smug and contented.

Nevertheless, we are glad the local elections in New York are over, and for the following reason.

Elections are a democratic necessity in the life of labor organizations, that's true, but long, drawn-out pre-election campaigns are a luxury which we cannot afford at the present moment. Our Union in New York City, we mustn't forget it for a hour, has been in a mobilized state ever since a year ago we wrested it, half-collapsed, from the hands of the Communists and resolved to rebuild it and to restore it to its former strength and position. Our members know that, in this year, we have accomplished splendid results in union-building, but all of us know just as well that we still have a big task lying ahead.

The biggest part of this task consists in unionizing the neglected and demoralized shops and in bringing the union shops under better and stricter control. The Joint Board and all its locals should concentrate, during the coming season, every ounce of their strength on this goal, and, it stands to reason, that the better they are prepared for the job the better are their chances to master it.

This preparatory work has to be done now, before the season starts in earnest. All obstacles that interfere with this preparatory work must be got out of the way, and that's why we are glad the local elections finally are over.

Within a week, the newly elected or re-elected administrations of all the locals will be installed in office. In another week, the new Joint Board will be organized and inducted in office for 1928. The heat, artificial or genuine, of the contest will be over, and the men and women into whose hands the fate of their organizations will have been entrusted will, then, have to take up the big work in earnest.

We are confident that the small animosities that inadvertently were created during the heat of the elections will disappear together with them. In a loyal and sanely conducted trade union it cannot be otherwise. After election, we have no parties, groups, factions in our Union. After election, we have one union, with one program, sufficiently wide and constructive to embrace every honestly-minded trade unionist who, in common with his fellow workers, is fighting day in and out to protect his working conditions, to improve his own economic lot, and to raise the standard of life for all who depend on him for their existence.

### FILENE'S AND THE PROSANIS LABEL

The announcement made last week that Filene's Sons & Co., Boston's most important department store, would buy women's coats and suits bearing only the "Prosanis" sanitary union-label is fine union news.

It attests, in the first place, to the excellent efficiency of the work of the New England Joint Board of Sanitary Control, with headquarters in Boston, in bringing the issue of sanitary shops, which connotes union shops, to the attention of wide circles of influential consumers in Boston and other New England cities. It shows clearly, furthermore, that the consuming public could be converted to the idea of buying garments with the sanitary union label after the facts pertaining to the manufacture of garments are brought closer to it. Thirdly, it proves quite conclusively that manufacturers can be made to comply with the "Prosanis" label provision, which actually means with union shop provisions, through the pressure of the large and small retailers who would demand such sanitary-label bearing garments.

And what can be achieved in Boston certainly can be achieved

in the New York market, too. In the past three years, since the "Prosanis" label was established, unfortunately too many among us have been inclined to regard it with critical, if not cynical, eyes. The Communists, while they were in power in the New York Joint Board, naturally have done their best to sabotage the sanitary union label both in the dress and cloak industry. It was "class collaboration," and, therefore, anathema to them, even though a highly useful trade union agency.

The International consistently maintained that, while it was not inclined to regard the "Prosanis" label as its chief organizing agency, the label could be made a very efficient auxiliary in driving out the pestilential bootleg shop from the trade and in tightening union control. Essentially, it was a sound and constructive idea. The public wanted clean garments, and the union was ready to meet this demand on the part of the public by guaranteeing through this label that garments made in union-controlled shops would be clean and sanitary.

The application of the "Prosanis" label in the New York market has made steady headway during its first two seasons, and we have little doubt, that, only for the recent disturbing period in the life of the organization, the sanitary-union label would by this time have been an acknowledged success.

The passing of the storm in the life of our Union, the clearing of the atmosphere for constructive work, should, in our judgment, serve as a new starting point for the "Prosanis" label in the entire New York market. We are convinced that the sanitary-union label, given proper support by the union, the shop chairmen, and the Joint Board of Sanitary Control, can be "put over" on a big scale and its future made secure and permanent.

### DRESSMAKERS BEGIN THEIR CAMPAIGN

The beginning of a series of district meetings of shop chairmen this week, marks the start of a systematized campaign to canvass the whole dress industry.

The dress season, like the season in the cloak-trade, is still several weeks off, but the dressmakers' locals, and the Dress Division of the Joint Board, appear to feel that no time should be lost in getting the work under way. It is necessary to build up a powerful volunteer machinery of active workers, such as the dressmakers' organization always maintained in former years, a volunteer machinery that would be ready to go into the battle fire and achieve results, and these men and women, naturally, can be obtained only from the shops.

The shop chairman district meetings should help to draft large numbers of such volunteer organizers from the rank and file. Another object is to solidify union sentiment in the union shops proper, to bring as large numbers of union workers as possible in direct contact with the leadership of the dress locals, and to arouse them from the torpor and apathy into which so many of them have lapsed since the Communist malady struck our ranks some years ago.

The dressmakers' organization, and by this we mean the dress locals directly, the dress department of the Joint Board in New York, and the other locals some of whose members work in dress shops either as pressers or cutters, is not in the least way deceived about the magnitude of the job confronting it. Literally there are tens of thousands of workers in New York City today employed in non-union dress shops, to say nothing of the shops where it is hard to enforce union conditions thanks to the sabotage of groups of Communists employed in them who work hand in hand with the bosses in opposing the legitimate organization of the workers.

The dressmakers' organization is fully aware of the fact that disruptive Communist activity in the dress shops in the past half dozen years has made the task of the union organizer in the regular non-union shops doubly difficult. The large, and ever increasing element of English speaking girls in the non-union shops who, under normal conditions, might be found ready to lend an ear to the Union's message, is not likely to prove as open-minded to the appeal of the organizing committees after the uninterrupted torrent of Communist filth, abuse and calumny day after day, month after month, year after year. It must be kept in mind that the non-union employers, always eager to strengthen their position at the expense of the Union, have not failed to take advantage of these persistent Communist attacks to raise higher the wall of prejudice against the workers' organization in the trade.

But all this—the apathy of the workers, the die-hard attitude of the employers, the Communist hymn of hate and decay—will have to be overcome and swept out of the way. Conditions in the non-union dress shops are compelling the workers to turn in the direction of the Union despite all the fences and walls that the employers are raising against it. Of the old Communist poison bite nothing but the bark remains, and the masses who turned away from the Union because they wouldn't have anything to do with the Communist crew are now beginning to realize that the dressmakers' organization has nothing in common with the Moscow agents, that it is today a genuine labor union and not the political football of a group of irresponsible adventurers.

The campaign which the dressmakers are beginning this week is the second chapter of an organizing drive which they opened last summer. With their eyes open and their judgment sober to both the obstacles and opportunities which lie in their way, they don't expect to complete the whole great task of organizing the industry in one season. But they expect to cover a lap or two of the distance at a time, and, then, with renewed energy tackle the rest of the road after the next interval—until the goal is finally reached.

## More Light on Company Unions

Readers of "Justice," no doubt, have followed the reports in the daily press on the development of the lawsuit started by the New York Interborough Rapid Transit Company against the American Federation of Labor. The Interborough is trying to enjoin the A. F. of L. from carrying on any organizing work among its employees.

"Justice" readers, too, must have thought that the A. F. of L. owes a vote of thanks to the Interborough for having begun this suit. The injunction, which the Interborough is asking is truly a most extraordinary one. It purports to cover every member of the A. F. of L. every union man, no matter where, when and regardless of occupation. The A. F. of L. is aiding the Carmen's Union to organize the subway workers in New York City employed by the Interborough. The A. F. of L. may, at any time, call upon other union workers in New York City to help the Carmen's cause along. So the Interborough is planning to block this move by a blanket injunction.

It is difficult to believe that any court anywhere would issue such a sweeping injunction to an employer, least of all in New York, where the courts are, in a measure, more liberal than elsewhere. The Interborough will, in all probability, lose its suit.

The main issue, however, is not the likelihood of the loss of their suit by the Interborough lawyers. There may be a thrill in thwarting the injunction moves of a powerful railway company, but this is not the chief issue at stake. Far more important in this case is the basic, moving reason back of the Interborough's application. The Interborough demands its injunction against the A. F. of L. on the ground that it already has a labor union, its own "union," to be sure, to deal with. The awaited decision by the Supreme Court will therefore, also pass on the "legality" of the Interborough's company union.

That decision, though not a direct one, as we are inclined to believe, should throw a good deal of light on the Interborough's "union," and on company unionism in general.

The case may reveal quite poignantly to the country what, in the estimation of the court, is a company union. The A. F. of L. undertakes to prove that the Interborough outfit is not a "union" in any sense of the word. It has no independence to begin with. Its meetings are guarded by company representatives. It is under the leadership of company officers. It cannot elect its own leaders. It is soft clay in the hands of company men. It may have the skeleton of an organization, but surely not its substance, or soul. And on closer analysis, it might be found that it hasn't even the form of a labor organization. It is a sort of a group held down by a contract which every candidate for a job, or holder of one on the Interborough lines, must sign before being engaged.

The applicant must become a member of the company's "brotherhood," or else he can't become its employee. The A. F. of L., through its lawyers, ex-Congressman Perlman and U. S. Senator Robert W. Wagner, will prove this to the court. It ought to be an interesting contribution to the literature on company unionism, and simultaneously a beacon of light on the "union" in question, the Interborough's "brotherhood."

A few words about the two A. F. of L. lawyers.

Nathan D. Perlman, the Carmen's

**The "Legitimacy" of a Company "Union"—Not a Free Agent—Ex-Judge Labor's Advocate—Legal Worth of "Yellow Dog" Contract—Negro Leaders Lining Up With Union Movement**

By HARRY LANG

Union's lawyer, has invited into this case United States Senator Robert W. Wagner not so much because he wanted a Senator to be associated with him in this defense, but, we suspect, because as a Supreme Court judge, Senator Wagner has had an opportunity to pass more than once on injunction applications in labor cases. His appearance in a court of equity on behalf of a labor union in an injunction suit should lend powerful support to labor's side.

Labor always has argued that injunctions against organizational activity of trade unions are not based on the written law of the land. It is largely the product of "judge-made" law, the result of a judge's fiat. The appearance of Senator Wagner in the Supreme Court for the A. F. of L. would, therefore, be in the nature of a demonstration on behalf of the validity of labor's position.

The Interborough, no doubt, among its chief contentions against the A. F. of L., will put forth the assertion that the unions are inducing "its" men to break contracts solemnly entered by their organization, the "brotherhood," with it. To offset this argument, however, there is a sound precedent in recent American industrial history to the effect that a Government agency may refuse to recognize such "contracts." This precedent was set by no less a person than ex-President, and now Chief Justice of the U. S. Supreme Court, William H. Taft. Taft, when chairman of the War Labor Board, namely, refused to recognize such a contract in the case of non-union miners, though that contract was sanctioned by the Supreme Court. In the industrial world such a contract enjoys the rather unsavory designation of a "yellow dog" contract, and its legal worth is of a rather dubious quality.

The lawyers for the A. F. of L. have, besides, embarked, in connection with this case, on a thorough survey and study of the entire question of company unionism. They secured for this purpose the aid of one of the leading American jurists and economists, Professor Oliphant of Columbia University. Dr. Oliphant has been busily engaged in collecting material and data pertaining to company unionism, and also in collating the opinion of leading students of industrial conditions on this subject. This documented material will also be laid before the court, to aid in shedding light on company unionism, a light that is a burning need for American labor today.

The need of light on this subject is receiving corroboration from other quarters, too.

The Negro Sleeping Car Porters' Union, which is being savagely fought by the Pullman Company, has recently secured the sympathies of the best representatives of their race. Not long ago, there had taken place in Harlem a conference of key persons from various Negro colonies in Eastern cities to discuss expansion of opportunity for Negro workers in industry, and simultaneously for the removal of liability for the joining of trade unions by Negro workers. A number of Negro business men, lawyers, physicians, social workers, and

representatives of large and influential fraternal Negro organizations took part in that conference.

The conference assumed a very friendly attitude toward the trade union movement. To be certain, it adopted several resolutions favoring the American Federation of Labor, pointing out that such industries as have company unions usually had among the Negro workers ready material for such "unions," partly because many of the legitimate labor organizations had for years refused to take in Negro members and some of them are still discriminating against workers of color.

Of course, some of these organizations which opposed Negro members did so because they feared that Negroes, once admitted into their industry, would eventually lower its standards, but this was a wrong and insupportable position, as it was afterwards proved. This attitude, however, produced antagonism to trade unions in Negro quarters, which later became fertile recruiting ground for company unions.

It must, nevertheless, be admitted that there were other causes back of this tendency of colored workers to drift into company unions. At any rate, the Harlem conference reached a conclusion that in order to reach the mass of Negro industrial workers and to attract them into the trade unions

a way must be found to get to the company unions proper. And here the Harlem conference found itself face to face with the same wall that is confronting today the whole American labor movement.

One thing seems certain, the Negro conference in Harlem is a sign of a new attitude in enlightened Negro circles toward unions. Until not so long ago the idea of a group of Negro social workers or intellectuals gathering to aid in the unionization of the workers of their race would seem preposterous. But today Negro leaders and intellectuals are meeting to find ways and means of drawing the Negro laborer into the trade unions. When, for instance, that conference learned that William Green, the president of the A. F. of L., and Hugh Frayne, his New York representative, are frequently conferring with the Negro labor leaders, A. Philip Randolph, Roy Lancaster and Frank T. Crosswath, its participants were immensely pleased with it. It was further disclosed that the "Defender," leading Negro publication of Chicago with a circulation of 250,000—which until recently was opposed to trade unions has changed its attitude and is now agitating for trade unions.

The prospects of organizing the tens of thousands of industrial Negro workers are becoming brighter, there is no doubt of this. But again the company "union" will have to be overcome before any material results may be obtained. There is here, too, the need of a proper approach, the need of more penetrating light.

## Women In American Industry

Since 1890, the number of women gainfully employed was more than doubled—an absolute increase from about 4,000,000 to over 8,500,000. According to the 1920 census approximately one-fifth of the gainfully employed are women. The rate of increase of women entering gainful occupations has been more rapid than the rate of increase of the female population 10 years of age and over.

In 1890, the percentage of gainfully employed women was 17 and today is over 21 per cent. That restrictions on their activities have diminished is indicated by their participation in all but 35 out of 572 occupations listed by the census. About one-fourth of the gainfully employed women are found in domestic and personal service, but this figure represents a decline as compared to 1910 when this group composed one-third of the total. The second largest group (23 per cent) of women gainfully employed are in manufacturing and mechanical industries, while clerical occupations stand third in importance. In recent years there has been a sharp increase in this third group, while agriculture has fallen from third to fourth place. Women professional workers are fifth in importance, but their predominance as teachers accounts for their relative importance in this group.

Contrary to the general impression that most of the working women are young, more than half of them in fact are 25 years of age or over, while 1,000,000 are between 45 and 65. Of all women 20 to 24 years of age, 25 per cent are employed, while only 22 per cent of those between 25 and 44 are employed, but these represent largely the mature women whose jobs have become more or less a permanent occupation.

Of the working women three are single, widowed or divorced to one who is married, but the employment of married women is increasing faster than is true for women as a class, for the proportion of married women gainfully employed has doubled in a generation. About one-tenth (or 2,000,000) of the married women are

now at work, which is accounted for by the fact that "there is a definite relation between the employment of married women and the financial status of her group." And the proportion of married women workers is greater among the Negroes, Indians, Chinese, and Japanese than among the whites.

According to the National Bureau of Economic Research the average wages of women are about three-fourths as high as men's wages and they are far below the level of wages for unskilled men. It is generally assumed that women do not remain in industry permanently, and the needs of the female worker as an independent self-supporting or even family supporting worker are minimized. Moreover, organization among women has developed far less than among men and they have benefited much less by the wage-raising and wage-stabilizing influence of unions.

It is not surprising therefore that the Women's Bureau of the United States Department of Labor should find that the average wages for women in ten states range from \$5.89 a week in Alabama to \$16.85 in Rhode Island. Or that the National Industrial Conference Board should find that in 25 leading industries during the last quarter of 1926 they were \$17.45 per week. However, this figure should be compared with their average wages in July, 1914, which stood at \$7.84. By the third quarter of 1920 their wage level had risen to \$18.66 per week but it suffered a decline in 1921-1922 from which it has never recovered. The average for skilled male workers during the last quarter of 1926, the Conference Board found, was \$20.95 and for the unskilled \$23.92.

The wages of women relative to those of men are practically the same as they were in 1914. Thus, in general, present day wage policy grants them no better returns for their efforts than they have received in the past, although there are perhaps instances in which their status in industry has been considerably improved.





# EDUCATIONAL COMMENT AND NOTES



## Physical Training for Men and Women

Our physical training class meets weekly on Tuesdays at 6:30 p. m. in P. S. 11, 314 West 21st Street, between 8th and 9th Aves. As stated before, the program consists of physical exercises, social and folk dancing and swimming, under the direction of very competent instructors. The gymnasium work starts at 6:30 p. m. and lasts an hour. At 7:30 the groups receive a swimming lesson at the pool in the same building.

For the gymnasium activities our members are advised to wear bloomers or knickerbockers so they can move freely. For the swimming class which is open only to women, a grey one-

piece bathing suit and cap and towel are required.

It is a delight to observe how many of our members are taking advantage of this opportunity offered them by the Educational Department. It is a refreshing sight to see so many young people leave the school each Tuesday with happy, glowing faces. We hope they will not be content to exercise just once a week, but will make it a daily routine, morning and evening.

Admission is free to women members of the I. L. G. W. U., but there is a charge of ten cents for the use of the swimming pool.

## Workers' University Closed for Holidays

Classes in our Workers' University at Washington Irving High School will not meet during the Christmas and New Year's recess.

They will be resumed on Saturday January 7, 1:30 p. m. when A. J. Muste will continue his discussion on "The Worker in Modern Civilization."

On Sunday, January 8, at 11 a. m. in the same place, Dr. N. B. Fagin will discuss "American Poetry" the fourth lecture of his course on American Contemporary Literature.

Admission is free to members of the I. L. G. W. U.

## What To Read The New Science Series

W. W. Norton Publications

One of the most significant developments in our life today is that as scientific knowledge almost daily advances, educated people are left more and more in ignorance of its achievements. Scientists for the most part write for each other and the general reader is forced to resort to popularizers of science for his information. It is apparently forgotten that many of the greatest scientists from Galileo and Copernicus to Darwin and Huxley wrote largely for the public they wished to reach with their ideas.

The publishers have this tradition in mind offering "The New Science Series" which will present the latest scientific trends and discoveries from all parts of the world in a series of books written by the leading scientists or those in close touch with their work. It is the aim of this series to help modern men and women to know more about themselves and their world, and to feel that they understand something of what it is all about.

**CULTURE—The Diffusion Controversy**

by G. Elliott Smith, D.Sc.  
Bronislaw Malinowski, D.Sc.  
Herbert J. Spinden, Ph.D.  
Alexander Goldenweiser, Ph.D.

**Is Culture Contagious?**

Was Egypt the center of original invention and culture, and was its civilization diffused into Europe, Asia and to America? Or did civilization develop in separate communities quite independently of similar events happening elsewhere?

At the present time scholars disagree and in this book four scientists—an Englishman, a Pole and two Americans—present the conflicting views as to which process has played the essential part in the history of mankind.

This and other publications can be obtained through our Educational Department, 3 West 16th Street.

## Outlines

A. J. Muste head of Brookwood Labor College, is giving a course on the worker in modern civilization, in our Workers' University. That our members find this a most interesting and thought-provoking subject is shown by the discussions which are carried on after the lecturer presents his subject.

Mr. Muste's next lecture will take place Saturday, January 7, 1938, 1:30 p. m. in Washington Irving High School. New students can join the course. We would suggest that they look over the outlines of the lessons which have been given so far. These include an introduction and four outlines, and can be obtained at our Educational Department, 3 West 16th Street.

Admission is free to members of the I. L. G. W. U. and to members of other unions.

## YOUTH AND THE LABOR MOVEMENT

"Youth and the Labor Movement"

will be discussed at a two-day institute at Brookwood Labor College at Katonah, N. Y., December 30-31. Organizing young workers, serving their interests in trade union activity, apprenticeship regulations and training will receive special attention.

Any union member may attend, but preference will be given those sent by their unions. Speakers will include: Francis Mahoney, Building Trades Apprentice School, New York; William Smith, secretary-treasurer, American Federation Full Fashioned Hosiery Workers; Tom Tippet of the Brookwood faculty, formerly director of workers' education, United Mine Workers of America, Illinois; Spencer Miller, Jr., secretary Workers' Education Bureau of America; J. Schlossberg, Amalgamated Clothing Workers of America; A. I. Shipplaff, Leather Goods Workers; Philip Umstadter, Printing Pressmen's Union; Rose Schneiderman, Women's Trade Union League, and others.

"It is frequently said that it is difficult to organize young people into unions," said A. J. Muste, dean of Brookwood, in explaining the purpose of the institute. "Unquestionably many of our unions are composed of middle-aged and old people, young people being conspicuous by their absence. From leaders in unions that have apprentices and therefore do have young people in their membership, the complaint is often heard that these young people are interested in movies, baseball, boxing, petting parties, better jobs—everything under the sun except trade unionism. Young people in the movement on their part assert that the movement does nothing to

## Weekly Educational Calendar

WASHINGTON IRVING HIGH SCHOOL, ROOM 530

Saturday, January 7, 1938

1:30 P. M. A. J. Muste—"The Worker in Modern Society"—a course of ten lessons to be continued weekly.

Sunday, January 8, 1938

11 A. M. Dr. N. B. Fagin—Contemporary American Literature—a course of four lessons.

Dr. H. J. Carman will give a course on "The Rise of American Civilization" based on the book by Charles and Mary Beard. Time and place will be announced later.

WASHINGTON IRVING HIGH SCHOOL AUDITORIUM

Saturday, January 28, 1938

8 P. M. Annual Celebration of Educational Department. Entertainment and dance. Prominent artists, actors and singers will participate. Details will be announced.

P. S. 11, 314 E. 21st St., BETWEEN 8th AND 9th AVENUES

Tuesdays

6:30 P. M. Physical training class—social and folk dancing.

7:30 P. M. Swimming class at pool, in same building. Bring grey one-piece suit and cap.

## "The Worker in Modern Civilization"

By A. J. MUSTE

A Course of Ten Lessons

(Outline continued)

Is there to be an end to the herding of human beings in great cities? What are the psychological effects of the process? Do we agree with a recent utterance of Dean Inge: "I am disposed to think that this sudden transplantation of the countrymen within three or four generations into the unnatural surrounding of the towns has more to do with social unrest than is usually supposed. The obsession of ill-humors which generates the revolutionary temperament seems to occur almost exclusively among the town workers. In material comforts they are better off than ever before but they suffer from a chronic malaise which makes them hate all the conditions of their lives. The town worker does not consciously recognize the call of the country, he only feels the aching of racial habits thousands of years old and now suddenly thwarted."

3. Workers today can read and write. In the past practically all workers were illiterate.

Formal education, schooling, has until recently always been the privilege of an exclusive and relatively small class. Why is that not so today?

What has been the effect of making the mass of the population in industrial countries literate? Some say that the more people write the less they think.

It is contended that the fact that people are literate, have had some schooling only means that it is easier to control them by mass propaganda through newspaper, press, platform, radio, etc. Is this true?

Sometimes a person with no schooling is said to be better educated and more intelligent than a person who has had schooling. What do we mean by this? What is Education? Why has workers' education arisen in recent years? Can we hope that by means of education workers will come to understand their position and to free themselves?

4. Is it possible to educate capitalists and militarists so that they will be willing to abandon profits and wars? If not, why not?

5. Human work has always been organized in some fashion—in the primitive tricks of the ancient world, in the feudal

appeal to the young and that activity on the part of young members is discouraged rather than encouraged.

"Since it seems possible, even likely, that the attitude of young people to the movement, and of the movement to young people, has something to do with the general state of the movement and its future progress, it is of the greatest importance to have at this time a full and frank discussion on the subject of youth and the labor movement."

system, in the slave economy of the empires of the ancient world, in the feudal system, in the guilds of medieval towns. What did life mean for the workers under these various systems? What is the underlying significance of the capital-labor relation at the present time?

Manual workers as a group have never in the past built up huge organizations, trade union, political, cooperative, educational, such as we find in industrial countries at the present time. How does it happen that the trade union and other institutions of this kind have developed in our system of society?

Is it true as someone has suggested that the trade union passes through three stages of development, the military, the police and the constructive stage?

Is the trade union movement, in the nature of the case, revolutionary, non-revolutionary, or anti-revolutionary?

Should the whole of the worker's life, political, economic, recreational, educational, cultural, be organized around the labor movement?

## Visit Our Educational Department

During the holidays, we advise our members to visit our Educational Department and examine the catalogs of books which we can offer at reduced prices. We wish to call special attention to the Vanguard Press publications. They have an extensive list of worth while books which our members can obtain at small cost through our Educational Department.

## Annual Entertainment and Dance of Educational Dept. Saturday, January 28, 1938

Now that the work of the Unity Reunion committee was crowned with success, we are busily engaged in arranging another entertainment and dance which should equal the Unity affair. This is the annual celebration of the Educational Department, which will take place Saturday, January 28, 1938, in the auditorium of Washington Irving High School.

We expect to make this a memorable evening, as a number of artists are cooperating with us in preparing the program. A special feature will be a pageant in which prominent actors, singers, dancers and our members will participate. Details will be announced later.

Meanwhile, we ask our members and their families, young and old, to keep this evening open. Entertainment will be provided for all.

## Labor The World Over

### India and Organized Labor

**N. M. JOSHI**, one of the leading trade unionists of India, has recently published a book on the trade union movement of India. "The possible field for trade unionism," he says, "is large. The number of wage-earners may be estimated at 49,100,000, of whom agricultural workers and domestic servants account for 21,000,000. It will, however, be very difficult to organize them, because they are so widely scattered over the country, often in very small numbers in very remote districts. Organization goes forward mainly on organized plantations and in organized industries, but it does not yet cover more than 3,700,000 workers.

Strictly speaking, the trade union movement of India only started in 1918. In that year the Indian Seamen's union was organized at Calcutta and the Madras Labor Union was started among the mill workers of that city. In 1919 and 1920 were formed organizations of textile workers, railway employees, steel and mine-workers and port employees. Progress has been greatly facilitated by the fact that since 1919 the leaders have taken part in the International Labor Conference, thus coming into contact with the representatives of the European trade union movement.

Most of the organizations are based on the principle of industrial organization, arising from the fact that the union often originated in a local effort to improve conditions for a large number of workers under a common employer. The chief task of the movement so far has been negotiations between the leaders of the unions and the employers concerning certain grievances of the workers. Funds for sickness benefit, unemployment pay and old age pensions are unknown; the usual standpoint is that such expenditure should be borne by the State. Many organizations, however, issue a weekly or monthly journal, and the journal of the national centre, "The All-India Trade Union Bulletin," contains news of the movement throughout the whole country.

"It is difficult to centralize the movement," says Joshi, "mainly on account of the illiteracy and general ignorance of the workers. But despite these obstacles, the Indian trade union movement numbers almost 200,000 organized workers, 50,000 of whom are government employees."

### A Congress on Unemployment in Holland

ON November 1, the Netherlands Federation of Trade Unions held a special congress to discuss the question of unemployment.

The Congress formulated a series of demands, the chief of which were (1) the introduction of the legal regulation of unemployment insurance as a voluntary, and in exceptional cases, a compulsory system, both systems being based on self-governing insurance centres managed by an Executive on which government trade unions and employers are to have equal representation on the one side, and the leading trade union centres on the other. (2) The costs to be borne by the insured persons, the employers and the authorities (state and municipalities), the contributions of the state to be at least equal to those of the employers and workers combined. (3) The founding of an Emergency Fund managed by the Executive of the Unemployment Insurance Centre, to which the authorities, the em-

ployers and the unemployment insurance centres are all to contribute.

In times of crisis, benefit is to be granted for a certain period from this Fund. As for relief work, a demand is made for the reclamation of land, the construction of roads and canals, the building of workers' dwellings, and—under certain conditions—preference for Dutch industry.

### Insecurity of French Mining

THE General Council of the French Miners' Union recently held a meeting at which it discussed the position of mining in France and the growing unemployment in that industry. It renewed its demand for a systematic and sound rationalization, taking the practical forms of technical reorganization, the provision of apparatus and machinery for the rapid haulage of coal from the pits, co-ordination between the work done within and outside the pits, and the better use of the labor employed.

The insecurity in French mining is principally the fault of the French coal-owners. They made large profits in the good old days, but have employed none of these profits in reorganizing the working of their pits as to adapt their production to the new international situation of the market. All they have done is to introduce a system of compulsion and terrorism, of which one of the chief points is the speeding up of production by the pit managers so as to increase the output; and the chief result is the criminal neglect of safety measures, so that there have already been serious accidents. The resolution passed at the congress called for safety measures, and for systematic and methodical rationalism in the mines.

### Congress of the Spanish Unions

THE Spanish Trade Union Centre has been unable to hold a congress for five years. When, however, the King of Spain issued a decree summoning an "advisory" parliament, it was decided to convene an extraordinary trade union congress, which was attended by 286 delegates representing 103,672 workers. The president opened the congress with a speech, received with tremendous applause, in which he declared the present to be the most important congress ever known to Spanish trade union history. No body in Spain, he added, is so representative as the Spanish trade union centre. He closed with a stirring tribute to the memory of Pablo Iglesias, Jaures, Matteotti, and all those who have sacrificed their lives for the Labor movement.

The congress appointed a committee to determine the policy of the trade union centre, should members of the trade union movement be offered seats in the new projected national assembly. A resolution was carried unanimously, declaring that the Spanish Trade Union Centre "sees no reason why its members should accept seats in the National Assembly"; it being added that "unfortunately the lack of the complete freedom which the whole movement is striving to secure makes it impossible to explain the reasons for this resolution."

### CURRENT BOOKS AT REDUCED PRICES

Our Educational Department is continuing its arrangements with leading publishers, which enables it to furnish books to our members at wholesale prices. Lately, very interesting books have appeared on social and economic problems, and also fiction.

## Jails and Millionaires

By NORMAN THOMAS

Day follows day and W. J. Burns is still at liberty. He is neither indicted by the Grand Jury for jury tampering nor as yet punished for contempt of court. The feeling is growing that Mr. Burns has too much on too many important politicians and captains of industry to get in serious trouble. Now if he had been a poor miner in Western Pennsylvania who had violated Judge Schoonmaker's injunction, let us say by going to the Magyar Church with some of the scab miners, Burns would have been punished for contempt of court long ago. But all he is charged with doing is tampering with the jury for the sake of one of the richest Americans. In this country of equal protection of the laws a millionaire can't be guilty of a crime but at most only of a misdemeanor. And his servants share some of his immunity.

### A NEW DRED SCOT CASE?

Legal proceedings have begun in the celebrated case of the Interborough Rapid Transit Company of New York against the American Labor Movement. In seeking to enjoin the entire A. F. of L. from trying to organize its employees the I. R. T. doubtless has reason to feel that it has the support of other powerful employing and investing interests behind it. If this injunction is granted it may not actually be worse than the Schoonmaker injunction in the mine fields or in dozens of others in our recent history. But it will be more spectacular. For organized labor it will have the meaning that the Dred Scot decision had for the chattel slaves, and their friends before the Civil War.

It will create a legal precedent for jailing every labor man who dares to try to organize the unorganized victims of the yellow dog contract. No labor organization which respects itself and its right to live can see in such an injunction any shadow of justice. It may bow temporarily to superior might. It will not acknowledge it as right. Even the threat of this injunction coming as it does in connection with the terrible anti-labor campaigns in Pennsylvania and Colorado ought to arouse the workers as never before.

### LEON TROTZKY FIGHTS FOR DEMOCRACY!

It is one of the great ironies of history that Leon Trotsky, one of the fathers of the Russian dictatorship, should now be fighting with his back to the wall for the democratic right of a minority within a country, a labor union or a political party to carry on propaganda for its ideals of what should be done. It is easy enough to abuse democracy but the minute a strong man feels himself the victim

of dictatorship he appeals to those principles which are basic to democracy.

The struggle within the Communist Party in Russia illustrates vividly somewhat sooner than we had thought the psychological fact that no dictatorship knows how to put limits on its own self or to introduce even within the chosen ranks of the dictatorial party a sound practice of democratic discussion. It will be interesting to see whether some of those liberals who have found so many glib excuses for the continued exile and imprisonment of socialists in Russia, guilty of no crime except propaganda of their ideas, will be equally ready with their excuses when Trotsky himself falls victim to the regime he did more than any man except Lenin to create.

### Soccer Game

The Brooklyn Wanderers will engage in three games this week-end. On Saturday the Wanderers travel to Boston to meet the Beaneaters in a league match and return to Brooklyn on Sunday to play their final league game with Boston in the first half of the American Soccer League schedule. On Monday Brooklyn will meet a selected team of the International League. This league, which boasts of such teams as the I. R. T. Celtics and Galicia, can play an excellent brand of soccer and as the Wanderers will be playing their third game of the week the International Leaguers will have an excellent chance to win this match.

The two games of the Wanderers this week-end against Boston and the International League will be played at Hawthorne Field as new soil is being laid on Ebbets Field.

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## The Week In Local 10

By SAM B. SHENKER

An air of solemnity was lent to the special meeting last Monday night, December 13, in Arlington Hall, 23 St. Marks Place, when the veteran of many such ceremonies, Brother John C. Ryan, in the presence of a large assembly of cutters, administered the oath of office, with two exceptions, to the re-elected administration of Local 10. Brothers Morris Sigman and Abraham Baroff, President and Secretary-Treasurer respectively of the I. L. G. W. U., and Julius Hochman, general manager of the Joint Board, were also present, invited to deliver addresses on this occasion. Brother Edward F. McGrady, special organizer in the Fur Workers' Union, was also invited, but sent his message to the cutters by mail. He was unable to leave Washington in time to attend the meeting. Subhead to come

### Members Stage Huge Surprise

The election of last Saturday was undoubtedly the most surprising ever experienced by Local 10. The oldest veteran cutter could not remember an election with so little opposition and such a large participation. Over 1100 cutters came down to vote. The actual number of votes cast and counted by the election board was 1099.

A few days before the election, officers and active members of the local wondered how many members would take part in the election. This skepticism was due to the fact that the only opposition on the ballot was among the candidates for the Executive Board. Fourteen were nominated and ten were to be elected. The astonishment of the skeptics became, indeed, great when after two o'clock members came pouring in by the hundreds. The old spirit of Local 10 was there. It would seem that the 1100 members who came to the election were spurred on by a simple sentence contained in a letter sent out to the membership by Manager Dubinsky on December 14 calling their attention to the election, to the installation of the newly elected officers, and also to the renewal of working cards. In urging the members to attend, the letter stated that "participation in these activities will signify the loyalty and devotion the members feel toward their organization."

The officers who were re-elected without contest are: President, Maurice W. Jacobs; Vice-President, Max Stoller; Manager-Secretary, David Dubinsky; Assistant Manager, Sam B. Shenker; Inner Guard, Sam Massower; Delegates to Central Trade and Labor Council, Michael Ondusko and Samuel Sokol, and Business Agents to the Joint Board, Isidore Nagler, Samuel Perlmutter and David Fruhling.

The following are the fourteen candidates for membership on the Executive Board, of which ten having received the highest number of votes were elected. (The names appearing in italic face type were declared elected). Philip Ansel, Meyer Fried-

man, Louis Forer, Harry Zaslovsky, Louis Pankin, Max L. Gordon, Ben Ery, Samuel Kerr, Joel Abramowitz, Morris Feller, Jack Kopp, Emanuel Kopp, Elias Bass, Morris Kroll.

### Cutters Urged to Take Lead

Following an enthusiastic reception, President Sigman spoke at length to the cutters on the present situation in the union and the industry, and wound up by urging them to take over the leadership in the industry, as by their loyalty to their organization they have shown that they well deserve it.

Speaking of the internal situation in the union, Pres. Sigman declared that the disruptionist element, the Communists, may have thought that they finally accomplished what they set out to do, but in the end were beaten themselves. In other words, in seeking to oust from the ranks of the International the honest and loyal trade unionists, they only succeeded in ousting themselves. Brother Sigman reminded the members that, when the agreement with the Industrial Council was signed in 1926 following nearly six months of striking, the Communists sought to have a statement adopted condemning the entire International and branding Sigman and everyone who disagreed with them as "agents of the bosses." That was the finale of the Communist crusade against every trade unionist within the International and the condemnation of every right-thinking worker outside it. In this, the President of the International pointed out, the disruptionists failed miserably because the overwhelming member-

ship of the International revolted against them and later got rid of them.

Brother Baroff, Secretary-Treasurer of the International, in his address, told the cutters that the membership of Local 10 deserves the highest commendation for the excellent manner in which they participated in the election. "It was astonishing," he declared, "that 1100 members should respond to a call by mail in an election which was almost uncontested." Speaking about the duties of the cutters in the International as a whole, he said that "It is not enough that you have a union. If the industry is not properly organized, you are hurt by it as well as are the rest of the workers in the industry. It is your duty to bring into the fold of the union the unorganized elements."

It was the adoption by the members of an important recommendation of the Executive Board regarding provision for the old-timers that prompted Brother Julius Hochman to compliment the cutters on the healthy state of their organization. He said it was a credit to a labor organization that possesses the foresight to care for those of its members who "stood at its cradle." He hoped that some day every local union would make provisions for the care of its aged members. Declaring that Local 10 steadfastly warded off the blows of the enemy within and without, Brother Hochman stated that the cutters were in an excellent position to continue their work and to lead the rest of the workers toward the upbuilding of such local unions as Local 10.

### Adopt Old Age Measure

It was with considerable surprise that the members heard the reading of a recommendation from the reports of the Executive Board regarding adoption of a measure that would make

possible the raising of a sum for the care of some of the old time members who were unable to secure jobs. Manager Dubinsky explained that with many large shops going out of business a lot of the old-timers cannot secure jobs today. He said that this was not because the men were not good mechanics. It is rather that the employer of today, the contractor and sub-manufacturer, demands young men only for the cutting of the high lays. The following is an extract of the Executive Board recommendation on this question:

"Manager Dubinsky discussed at length the very serious and sad plight of many of the old time members of Local 10 who are and have been members of the organization since it was first organized in 1901, and also who have been members since the formation of the nucleus of the present Local 10 in 1884. While these men are excellent mechanics they are being discriminated against because of their age. The Manager pointed out that nearly every one of these men are in dire need but they are too proud to plead for charity. However, because they are the founders of the Union and because of their many years of fine and unselfish loyalty and devotion to the organization, the Union is obligated to them and owes them some measure of provision for old age. This would not only be highly beneficial to the old timers but it would be welcome by every sincere and loyal member of the Union. They would then feel themselves rewarded for their loyalty."

"While the Union," Brother Dubinsky pointed out, "would be only too glad to make permanent provisions for the old age pension, nevertheless, the functions of the Union do not permit it to deviate from its original purpose, that of improving trade conditions. However, a sum of a few thousand dollars should and could be raised to tide the old timers over periods of depression and in times of acute need. The Manager suggested that since the Local is running an affair on Saturday, April 14, at the Concourse Plaza, that a journal be issued for which ads should be solicited. This will make possible the raising of a sum to be laid aside for the fund."

The Executive Board adopted the suggestion which came in the form of a recommendation by a committee appointed for this special purpose. The committee consists of Brothers Dubinsky, Nagler, Perlmutter, Fruhling, Jacobs, and the writer. When the recommendation was presented to the members they adopted it overwhelmingly.

## Decision Regarding Temporary Cutters

The Executive Board discussed at length the evil that prevailed in some of the cutting departments during the last year when some foremen made a practice of engaging temporary men. This gave them the advantage of not having to add an additional man to the cutting department who would be entitled to equal distribution of work during the slack season. This practice has been encouraged by the cutters themselves, in many instances, who were narrow minded enough not to permit an additional man into the cutting department, and thus not to have to share work with him during the slack period. This has been brought about by the condition that some men hold two jobs, their regular place of employment as well as a temporary job, thereby depriving an unemployed man of the opportunity of securing a job, even during the height of the season.

The Executive Board decided to instruct the office not to permit employment of a temporary man when an additional man can be engaged permanently for the season. The Executive Board further instructed the office that any man who has a permanent place of employment and takes a job with a temporary understanding, or who fails to secure a working card before taking such a job, should be summoned to the Executive Board for disciplinary action. The Executive Board further instructed the office to keep a close watch over these shops, or head cutters, who are practicing the tactics set forth above. And the shops which make it a practice to engage cutters every week should be forced in the future to retain some of these cutters. If they do not comply with this, no working cards shall be issued to these firms.

### GET WAGE SCALE BOOK

The office is in the possession of a number of wage calculation books which contain rates of wages on the basis of the hours of work prevalent in the cloak and dress trades. One can tell at a glance at this book the rate of wages from one-half hour up to 42 hours, and rates of wages up to and including \$80 per week. Upon presentation of their dues book the members of Local 10 may secure a copy.

## CUTTERS, SPECIAL ATTENTION!

### RENEW YOUR WORKING CARDS FOR THE COMING SEASON

New working cards for the coming season are ready for distribution and exchange. Every cutter, cloak, dress and miscellaneous, must exchange the working card he holds at present for the new one. Any member securing a job must receive a new working card.

Cutters failing to comply with this order will be summoned before the Executive Board. A rigid control of the shops will be instituted shortly.